

Russel Heidenreich

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SUMMARY

Experienced HR Manager with 6+ years focusing on Retail. Known for leadership.

SKILLS

Talent

Onboarding • Recruitment

Operations

Payroll Coordination

People Practices

Succession Planning • Employee Relations

Compliance

Employment Law • Diversity & Inclusion • GDPR

EMPLOYMENT HISTORY

HR Manager — Watsica, Brown and Weissnat (2023 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 17%.
- Led recruitment for 191 roles across EMEA/US, reducing time-to-hire by 28%.
- Implemented a performance review program which improved engagement scores by 8 points.

People Operations Manager — Glover, Russel and Fay (2017 - 2018)

- Implemented a performance review program which improved engagement scores by 11 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.

HR Business Partner — Nicolas, Bailey and Koss (2024 - 2025)

- Led recruitment for 12 roles across EMEA/US, reducing time-to-hire by 26%.
- Implemented a performance review program which improved engagement scores by 13 points.

People Operations Manager — Mante - Prohaska (2018 - 2020)

- Led recruitment for 163 roles across EMEA/US, reducing time-to-hire by 18%.
- Implemented a performance review program which improved engagement scores by 13 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 14%.
- Managed complex employee relations issues and maintained compliance with local employment law.

EDUCATION

B.A. Business Administration, Ritchie, Rippin and Kunze Institute (2019)

CERTIFICATIONS

- PHR
- CIPD Level 5/7